

50. Consider recommendations relating to a temporary sign-on bonus program for lateral and academy graduate correctional and enforcement deputies for the Office of the Sheriff. Possible action:
- a. Approve a Temporary Sign-On Bonus Program in an amount not to exceed \$3,500,000 for lateral and Academy graduate correctional and enforcement deputies for the Office of the Sheriff, providing a sign-on bonus totaling up to \$40,000, for lateral correctional and enforcement deputy candidates, and a sign-on bonus totaling up to \$20,000 for Academy graduate correctional and enforcement deputy candidates, subject to Program requirements.
  - b. Ratify Side Letter Agreement with the Correctional Peace Officers' Association (CPOA) relating to measures to incentivize lateral hires from other law enforcement agencies into classifications represented by the CPOA, that has been reviewed and approved by County Counsel as to form and legality.
  - c. Ratify Side Letter Agreement with the Deputy Sheriff's Association (DSA) relating to measures to incentivize lateral hires from other law enforcement agencies into classifications represented by the DSA, that has been reviewed and approved by County Counsel as to form and legality.
  - d. Ratify Side Letter Agreement with the Service Employees International Union, Local 521, relating to measures to incentivize referrals of lateral hires from other law enforcement agencies into classifications represented by the DSA and the CPOA, that has been reviewed and approved by County Counsel as to form and legality.
  - e. Ratify Side Letter Agreement with the County Employees Management Association relating to measures to incentivize referrals of lateral hires from other law enforcement agencies into classifications represented by the DSA and the CPOA, that has been reviewed and approved by County Counsel as to form and legality.

(ID# 24-3357)

**Side Letter of Agreement  
between  
County of Santa Clara  
&  
Correctional Peace Officers' Association**

The County of Santa Clara ("County") and the Santa Clara County Correctional Peace Officers' Association, Inc. ("CPOA") agree to the following measures to incentivize lateral hires from other law enforcement agencies into classifications represented by the CPOA:

**I. Personal Leave Bank:**

- a. An employee hired by the Santa Clara County Sheriff's Office ("Sheriff's Office") under the "lateral hire bonus" program as a peace officer pursuant to either California Penal Code Section 830.1(a) or 830.1(c) shall be credited with 152 hours of paid personal leave on their date of hire. Such leave may be used by the employee for any lawful purpose he/she desires, provided that such leave shall be requested in writing and the employee shall receive prior written approval from the appointing authority, or his/her designee, prior to taking the personal leave.
- b. The personal leave bank of 152 hours shall be separate and distinct from the employee's STO bank accrual. There shall be no cash value assigned to the 152 personal leave hours. The 152 personal leave hours shall be used for authorized paid time off only. The personal leave bank shall expire on the last day on the 52<sup>nd</sup> pay period after the employee's date of hire. Any unused personal leave hours shall be eliminated. The employee shall not be allowed to cash out any unused personal leave hours.

**II. Lateral Hire Team Assignments and Vacation Bidding:**

- a. An employee hired by the Sheriff's Office under the "lateral hire bonus" program as a peace officer pursuant to California Penal Code Section 830.1(c) shall participate in lateral hire team assignments and vacation bidding.
- b. An employee hired under the "lateral hire bonus" program will be allowed to select their initial assignment on either A, B, C or D team upon their initial hire into the Sheriff's Office. Thereafter, the employee hired under the "lateral hire bonus" program will bid for their team assignment for either A, B, C and D teams based on their departmental seniority along with all other Sheriff's Correctional Deputies at the next regularly scheduled annual shift bid.
- c. An employee hired under the "lateral hire bonus" program will be allowed to select up to two (2) weeks of vacation in one (1) week blocks for the remaining calendar year in which they were hired using their Personal Leave Bank provided for in Section I of this side letter upon their initial hire into the Sheriff's Office. If the employee does not select vacation for either a one (1) or two (2) week block

**Ratified: 02/06/2024**

of vacation, that time reserved for vacation bidding for employees hired under the “lateral hire bonus” program will NOT be allocated to Sheriff’s Correctional Deputies currently employed by the Sheriff’s Office for vacation bidding. All vacation bids by employees hired under the “lateral hire bonus” program will be assessed for operational impact by the management and must be approved in writing by the management before the vacation may be used. Thereafter, the employee hired under the “lateral hire bonus” program will bid for their vacation based on their departmental seniority along with all other Sheriff’s Correctional Deputies at the next regularly scheduled vacation bid sign up procedure.

**III. Referral Bonus:**

- a. Any current sworn employee of the Sheriff’s Office who refers an employee, hired under the “lateral hire bonus” program as a peace officer pursuant to either California Penal Code Section 830.1(a) or 830.1(c), shall be paid a one-time, non-PERSable, lump-sum payment of \$5,000. The Referral Bonus shall be subject to all required payroll deductions and withholdings and shall be paid in compliance with the California Public Employees’ Pension Reform Act (PEPRA) of 2013. An employee must be in an Active employment status to receive payment. The funding for the Referral Bonus shall be administered by the County and the Referral Bonus may be terminated at the County’s sole discretion for any reason, including but not limited to, funding being exhausted.
- b. In order for a current employee to be eligible for the Referral Bonus, the current employee must: 1) identify the referred employee hired under the “lateral hire bonus” program by name on a form provided by the Sheriff’s Office no later than thirty (30) calendar days after the date the referred employee is hired by the Sheriff’s Office; and 2) the referred employee hired under the “lateral hire bonus” program must successfully complete the Sheriff’s Office’s Jail Training Officer (“JTO”) program prescribed for that referred employee.
- c. Any Sheriff’s Office employee providing either background investigation services or recruitment services is ineligible to receive a Referral Bonus unless an exception is authorized in writing by the Sheriff of Santa Clara County.

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Ratify: 02/06/2024

All other terms and conditions of the MOU between the County and CPOA, effective from October 16, 2023 through August 30, 2026, are still in effect. This side letter of agreement may be terminated at the County's sole discretion for any reason to include, but not limited to funding being exhausted. If this side letter of agreement has not already been terminated before August 30, 2026, it shall expire on that date.

Date: \_\_\_\_\_

County of Santa Clara

CPOA

DocuSigned by:  
U/S Ken Binder 1/10/2024

DocuSigned by:  
[Signature] 1/10/2024

AADC488DAD98446  
Kenneth Binder  
Undersheriff

2728FE92830C8481  
Janey Hummer  
President

DocuSigned by:  
Asst. Sheriff David Sepulveda 1/10/2024

DocuSigned by:  
Shawn Du Fosse 12/29/2023

3FD0182D707446B  
David Sepulveda  
Assistant Sheriff

82098A8BC2104F  
Shawn A. DeFosse  
Labor Relations Consultant

DocuSigned by:  
Mitchell Buellesbach 1/11/2024

313F8C4925CF4D7  
Mitchell L. Buellesbach  
Principal Labor Relations Representative

Approved as to Form and Legality:

DocuSigned by:  
Michael J. Leon Guerrero 1/11/2024

878C1001C8D240B  
Michael J. LeonGuerrero  
Office of the County Counsel Date

County of Santa Clara

DocuSigned by:  
James R. Williams 1/31/2024

74FCE0GB79FA478...  
James R. Williams Date  
County Executive

[Signature] 1/31/2024  
Tony LoPresti Date  
County Counsel

Ratify: 02/06/2024

**Side Letter of Agreement  
between  
County of Santa Clara  
&  
County Employees Management Association**

The County of Santa Clara (“County”) and the County Employees Management Association affiliated with Operating Engineers, Local No. 3 (“CEMA”) agree to the following measures to incentivize new hires and lateral hires from other law enforcement agencies into sworn classifications employed in the Santa Clara County Sheriff’s Office:

**I. Referral Bonus:**

- a. Any current CEMA represented employee of the Sheriff’s Office who refers an employee, hired under the “lateral hire bonus” program as a peace officer pursuant to either California Penal Code Section 830.1(a) or 830.1(c), shall be paid a one-time, non-PERSable, lump-sum payment of \$5,000. The Referral Bonus shall be subject to all required payroll deductions and withholdings and shall be paid in compliance with the California Public Employees’ Pension Reform Act (PEPRA) of 2013. An employee must be in an active employment status to receive payment. The funding for the Referral Bonus shall be administered by the County and the Referral Bonus may be terminated at the County’s sole discretion for any reason, including but not limited to, funding being exhausted.
- b. In order for a current CEMA represented employee to be eligible for the Referral Bonus, the current CEMA represented employee must: 1) identify the referred employee hired under the “lateral hire bonus” program by name on a form provided by the Sheriff’s Office no later than thirty (30) calendar days after the date the referred employee is hired by the Sheriff’s Office; and 2) the referred employee hired under the “lateral hire bonus” program must successfully complete the Sheriff’s Office’s Field Training Officer program or Jail Training Officer program prescribed for that referred employee.
- c. Any Sheriff’s Office employee providing either background investigation services or recruitment services is ineligible to receive a Referral Bonus unless an exception is authorized in writing by the Sheriff of Santa Clara County.

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**Ratified: 02/06/2024**

All other terms and conditions of the MOA between the County and CEMA, effective from April 6, 2020 through June 23, 2024, are still in effect. This side letter of agreement shall terminate pursuant to Section I. a. If this side letter of agreement has not already been terminated before June 23, 2024, it shall expire on that date.

Date: \_\_\_\_\_

County of Santa Clara

CEMA

DocuSigned by:  
*U/S Ken Binder* 1/2/2024  
A86A08DAD08444...  
Ken Binder  
Undersheriff

DocuSigned by:  
*[Signature]* 12/29/2023  
27F3C1F3A07B4F0...  
Lawrence Su  
Business Agent

DocuSigned by:  
*Mitchell Buelllesbach* 1/2/2024  
313F8C8925CF4D7...  
Mitchell Buelllesbach  
Principal Labor Relations Representative

Approved as to Form and Legality:

DocuSigned by:  
*Michael J. Leon Guerrero* 1/5/2024  
B70C10D1CB0240B...  
Michale J. LeonGuerrero  
Office of the County Counsel Date

County of Santa Clara:

DocuSigned by:  
*James R. Williams* 1/31/2024  
74FCE0CB79FA478...  
James R. Williams Date  
County Executive

DocuSigned by:  
*Tony LoPresti* 1/31/2024  
CBB7207040D449D...  
Tony LoPresti Date  
County Counsel

**Side Letter of Agreement  
between  
County of Santa Clara  
&  
Deputy Sheriff's Association**

The County of Santa Clara ("County") and the Deputy Sheriff's Association of Santa Clara County ("DSA") agree to the following measures to incentivize lateral hires from other law enforcement agencies into classifications represented by the DSA:

**I. Personal Leave Bank:**

- a. An employee hired by the Santa Clara County Sheriff's Office ("Sheriff's Office") under the "lateral hire bonus" program as a peace officer pursuant to either California Penal Code Section 830.1(a) or 830.1(c) shall be credited with 152 hours of paid personal leave on their date of hire. Such leave may be used by the employee for any lawful purpose he/she desires, provided that such leave shall be requested in writing and the employee shall receive prior written approval from the appointing authority, or his/her designee, prior to taking the personal leave.
- b. The personal leave bank of 152 hours shall be separate and distinct from the employee's STO bank accrual. There shall be no cash value assigned to the 152 personal leave hours. The 152 personal leave hours shall be used for authorized paid time off only. The personal leave bank shall expire on the last day on the 52<sup>nd</sup> pay period after the employee's date of hire. Any unused personal leave hours shall be eliminated. The employee shall not be allowed to cash out any unused personal leave hours.

**II. Seniority Conversion:**

- a. An employee hired by the Sheriff's Office under the "lateral hire bonus" program as a peace officer pursuant to either California Penal Code Section 830.1(a) or 830.1(c) shall be credited with a seniority conversion. The seniority conversion shall be based on the days of accrued service in a paid status as peace officer in the agency in which the employee was formerly employed immediately prior to being hired by the Sheriff's Office under the "lateral hire bonus" program. The seniority conversion shall be calculated at a ratio of 2:1. For example, if an employee hired under the "lateral hire bonus" program has 2,610 days [or ten (10) years] of accrued service in a paid status as peace officer pursuant to either California Penal Code Section 830.1(a) or 830.1(c) in their former law enforcement agency, that employee shall be credited with a seniority conversion of 1,305 days [or five (5) years] for use while employed with the Sheriff's Office.
- b. The seniority conversion shall be used for Sheriff's Office purposes only, such as for shift bidding or vacation bidding within the Sheriff's Office. Under no circumstances will the seniority conversion be used for any other purposes,

**Ratified: 02/06/2024**

including but not limited to lay off/bumping rights, salary step increases, CalPERS service credit or retiree medical coverage vesting requirements.

**III. Referral Bonus:**

- a. Any current sworn employee of the Sheriff’s Office who refers an employee, hired under the “lateral hire bonus” program as a peace officer pursuant to either California Penal Code Section 830.1(a) or 830.1(c), shall be paid a one-time, non-PERSable, lump-sum payment of \$5,000. The Referral Bonus shall be subject to all required payroll deductions and withholdings and shall be paid in compliance with the California Public Employees’ Pension Reform Act (PEPRA) of 2013. An employee must be in an Active employment status to receive payment. The funding for the Referral Bonus shall be administered by the County and the Referral Bonus may be terminated at the County’s sole discretion for any reason, including but not limited to, funding being exhausted.
- b. In order for the current employee to be eligible for the Referral Bonus, the current employee must: 1) identify the referred employee hired under the “lateral hire bonus” program by name on a form provided by the Sheriff’s Office no later than thirty (30) calendar days after the date the referred employee is hired by the Sheriff’s Office; and 2) the referred employee hired under the “lateral hire bonus” program must successfully complete the Sheriff’s Office’s Field Training Officer (“FTO”) program prescribed for that referred employee.
- c. Any Sheriff’s Office employee providing either background investigation services or recruitment services is ineligible to receive a Referral Bonus unless an exception is authorized in writing by the Sheriff of Santa Clara County.

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All other terms and conditions of the MOU between the County and DSA, effective from September 7, 2020 through September 14, 2025, are still in effect. This side letter of agreement shall expire on September 14, 2025 or upon exhaustion of the one-time funding appropriated for the "lateral hire bonus" program.

Date: \_\_\_\_\_

County of Santa Clara

DSA

DocuSigned by:  
*U/S Ken Binder* 1/23/2024  
AA6C408DAD08444...

DocuSigned by:  
*Marcus Barbour* 1/19/2024  
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DocuSigned by:  
*Mitchell Buellbach* 1/23/2024  
313F8C6925CF4D7...

DocuSigned by:  
*Kyle Haynes* 1/20/2024  
3D03E298A5D84A4...

Approved as to Form and Legality:

DocuSigned by:  
*Michael J. Leon Guerrero* 1/31/2024  
870C10D1C8D2408...  
Office of the County Counsel Date

County of Santa Clara:

DocuSigned by:  
*James R. Williams* 1/31/2024  
74FCE0CB79FA478...  
James R. Williams Date  
County Executive

DocuSigned by:  
*Tony Lopresti* 1/31/2024  
CBB7207010D449D...  
Tony Lopresti Date  
County Counsel

**Side Letter of Agreement  
between  
County of Santa Clara  
&  
SEIU, Local 521**

The County of Santa Clara (“County”) and the Service Employees International Union, Local 521 (“521”) agree to the following measures to incentivize new hires and lateral hires from other law enforcement agencies into sworn classifications employed in the Santa Clara County Sheriff’s Office:

**I. Referral Bonus:**

- a. Any current 521 represented employee of the Sheriff’s Office who refers an employee, hired under the “lateral hire bonus” program as a peace officer pursuant to either California Penal Code Section 830.1(a) or 830.1(c), shall be paid a one-time, non-PERSable, lump-sum payment of \$5,000. The Referral Bonus shall be subject to all required payroll deductions and withholdings and shall be paid in compliance with the California Public Employees’ Pension Reform Act (PEPRA) of 2013. An employee must be in an active employment status to receive payment. The funding for the Referral Bonus shall be administered by the County and the Referral Bonus may be terminated at the County’s sole discretion for any reason, including but not limited to, funding being exhausted.
- b. In order for a current 521 represented employee to be eligible for the Referral Bonus, the current 521 represented employee must: 1) identify the referred employee hired under the “lateral hire bonus” program by name on a form provided by the Sheriff’s Office no later than thirty (30) calendar days after the date the referred employee is hired by the Sheriff’s Office; and 2) the referred employee hired under the “lateral hire bonus” program must successfully complete the Sheriff’s Office’s Field Training Officer program or Jail Training Officer program prescribed for that referred employee.
- c. Any Sheriff’s Office employee providing either background investigation services or recruitment services is ineligible to receive a Referral Bonus unless an exception is authorized in writing by the Sheriff of Santa Clara County.

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**Ratified: 02/06/2024**

All other terms and conditions of the MOU between the County and 521, effective from August 14, 2023 through June 21, 2026, are still in effect. This side letter of agreement shall terminate pursuant to Section I. a. If this side letter of agreement has not already been terminated before June 21, 2026, it shall expire on that date.

Date: \_\_\_\_\_

County of Santa Clara

SEIU, Local 521

DocuSigned by:  
*U/S Ken Binder* 1/8/2024  
Kenneth Binder  
Undersheriff

DocuSigned by:  
*Debbie Narvaez* 1/8/2024  
Debbie Narvaez  
Executive Representative to the CEO

DocuSigned by:  
*Mitchell Buellesbach* 1/8/2024  
Mitchell L. Buellesbach  
Principal Labor Relations Representative

DocuSigned by:  
*Liz Lacey* 1/8/2024  
Liz Lacey  
Steward

DocuSigned by:  
*Gillis, Trevor* 1/8/2024  
Trevor Gillis  
Steward

Approved as to Form and Legality:

DocuSigned by:  
*Michael J. Leon Guerrero* 1/9/2024  
Michael J. Leon Guerrero  
Deputy County Counsel

County of Santa Clara:

DocuSigned by:  
*James R. Williams* 1/31/2024  
James R. Williams Date  
County Executive

DocuSigned by:  
*Tony LoPresti* 1/31/2024  
Tony LoPresti Date  
County Counsel



24-3357

**DATE:** February 6, 2024

**TO:** Board of Supervisors

**FROM:** James R. Williams, County Executive

**SUBJECT:** Approve Implementation of the Lateral Hire Bonus Program for the Sheriff's Office

**RECOMMENDED ACTION**

Consider recommendations relating to a temporary sign-on bonus program for lateral and academy graduate correctional and enforcement deputies for the Office of the Sheriff.

Possible action:

- a. Approve a Temporary Sign-On Bonus Program in an amount not to exceed \$3,500,000 for lateral and Academy graduate correctional and enforcement deputies for the Office of the Sheriff, providing a sign-on bonus totaling up to \$40,000, for lateral correctional and enforcement deputy candidates, and a sign-on bonus totaling up to \$20,000 for Academy graduate correctional and enforcement deputy candidates, subject to Program requirements.
- b. Ratify Side Letter Agreement with the Correctional Peace Officers' Association (CPOA) relating to measures to incentivize lateral hires from other law enforcement agencies into classifications represented by the CPOA, that has been reviewed and approved by County Counsel as to form and legality.
- c. Ratify Side Letter Agreement with the Deputy Sheriff's Association (DSA) relating to measures to incentivize lateral hires from other law enforcement agencies into classifications represented by the DSA, that has been reviewed and approved by County Counsel as to form and legality.
- d. Ratify Side Letter Agreement with the Service Employees International Union, Local 521, relating to measures to incentivize referrals of lateral hires from other law enforcement agencies into classifications represented by the DSA and the CPOA, that has been reviewed and approved by County Counsel as to form and legality.
- e. Ratify Side Letter Agreement with the County Employees Management Association relating to measures to incentivize referrals of lateral hires from other law enforcement agencies into classifications represented by the DSA and the CPOA, that has been reviewed and approved by County Counsel as to form and legality.

Approved: 02/06/2024

## **FISCAL IMPLICATIONS**

Approval of the recommended action will cost approximately \$3,500,000 over the duration of the Temporary Sign-on Bonus Program. Funding for this program will be addressed at a future date and initial costs will be utilized from existing appropriations within the Sheriff's Office Enforcement Bureau and/or Custody Bureau budgets.

## **REASONS FOR RECOMMENDATION AND BACKGROUND**

The County of Santa Clara Office of the Sheriff (Sheriff's Office) has faced significant challenges in recruiting qualified personnel to serve in coded and classified positions as Deputy Sheriffs in the Enforcement Bureau and as Sheriff's Correctional Deputies in the Custody Bureau. There were approximately 414 Deputy Sheriffs in the Enforcement Bureau and approximately 748 Sheriff's Correctional Deputies/Correctional Officers in the Custody Bureau as of January 12, 2020. There are currently approximately 287 Deputy Sheriffs in the Enforcement Bureau and approximately 670 Sheriff's Correctional Deputies/Correctional Officers in the Custody Bureau as of January 7, 2024. This represents an approximately 31% reduction in staffing in the Enforcement Bureau and an approximately 10% reduction in staffing in the Custody Bureau. The FY 2023-2024 Master Salary Ordinance authorizes 347 Deputy Sheriff positions and 784 Sheriff's Correctional Deputy positions.

Administration anticipates that the payment of cash bonuses will incentivize qualified applicants for academy graduate and lateral hire positions within the Sheriff's Office. Accordingly, Administration has developed the Temporary Sign-On Bonus Program ("Program"), also referred to as "lateral hire bonus" program, where qualified applicants will be eligible for a \$20,000 hiring bonus for academy graduate positions and a \$40,000 hiring bonus for lateral hire positions in the Sheriff's Office. Furthermore, there will be a \$5,000 referral bonus for current employees of the Sheriff's Office if the employee refers an academy graduate or lateral hire who successfully completes either the Jail Training Officer program requirement or the Field Training Officer program requirement. The County has reached side letter agreements with the Correctional Peace Officers' Association (CPOA) and the Deputy Sheriff's Association (DSA) regarding the incentive measures applicable to employees represented by CPOA and DSA.

Administration will oversee the Program in concert with the Sheriff's Office and will continue the Program until staffing of sworn peace officers increases to satisfactory levels or the funds are exhausted, whichever comes first. Accordingly, Administration requests the Board of Supervisors approve the Program in an amount not to exceed \$3,500,000 on a one-time basis and ratify the Side Letter Agreements with CPOA, DSA, the County Employees Management Association, and Service Employees International Union, Local 521, relating to the incentive measures, such as referral bonuses, applicable to employees represented by those unions.

The Sheriff's Office has been unable to attract qualified applicants in sufficient numbers to increase staffing levels of Sheriff's Correctional Deputies and Deputy Sheriffs. The reduced staffing has caused negative impacts to the Sheriff's Office such as requiring mandatory

overtime shifts for Sheriff's Correctional Deputies/Correctional Officers and Deputy Sheriffs.

The Semi-Annual Report Relating to the Academy, Recruitment and Staffing levels submitted by Sheriff Jonsen to the Public Safety and Justice Committee on December 14, 2023 (Item No. 7), provides a comprehensive overview of the underlying issues prompting the need for the Lateral Hire Bonus Program and is quoted here in relevant part:

**“Law Enforcement Staffing Crisis**

Recruitment and retention are profound barriers challenging the law enforcement profession today. The profession is physically and mentally demanding, and societal needs and expectations have evolved as a result of recent major events. The changes in community expectations coupled with the inherent difficulties of the law enforcement profession have made it difficult to attract potential applicants. Filling vacancies as a result of retirements, resignations, and separations are significantly more difficult than the years previous.

In an article written by, Sid Smith (A former Chief of Police), “A Crisis Facing Law Enforcement: Recruiting in the 21st Century”, he acknowledges the difficulty in upholding the law while maintaining high professional standards in an increasingly violent society. It is imperative that we as an agency continue to build an applicant pool sufficient to meet the needs of the community we serve.

A recent analysis was conducted by The Marshall Project. The analysis highlighted decreasing numbers of Americans working for local government jobs over the past two years. Data was gathered from the U.S. Bureau of Labor Statistics and Census Bureau. The data revealed a steady decline in both law enforcement and local government jobs during the pandemic. In fact, from March 2020 to August 2022, the number of local law enforcement employees decreased by 4% while the number of government workers decreased by 5%. While economists believe that the social and political landscape contributed peace officer retirements and resignations, the two major causes resulting in a reduction in police numbers were the COVID-19 pandemic and mass early retirements. Researchers forecast an exodus from the workforce as baby boomers become eligible to retire. During this era, more than a quarter of the U.S. workers will reach age 55 or older by 2030. As a result, the law enforcement profession is faced with a unique challenge because fewer people are applying to become law enforcement officers in today's society.

The California state legislation hasn't made hiring police officers easier. With the implementation of Senate Bill 2, becoming a police officer is more difficult. New laws have raised the minimum hiring age of peace officers to 21, and the state is currently working with the college community system to create a modern policing degree

program by 2025. The creation of the policing degree program will provide a statewide requirement for officers to earn a college education.

The reduction in law enforcement officers has become evident. Recent statistics maintained by California POST (Commission on Police Officer Standards and Training), indicate from 2012 to 2022, POST has certified on average 3,200 officers each year. POST issued 2,424 basic certificates as of December 13, 2022. This was the lowest number of basic certificates issued since 2013.

Agencies such as the Santa Clara Police Department, the Sunnyvale Department of Public Safety, and the Santa Clara County District Attorney's Office are actively and personally recruiting deputies to lateral to their respective departments with the promise of a higher salary and/or an improved work/life balance. The Santa Clara Police Department (SCPD) is offering an approximately \$40,000 a year increase at the officer level. Comparatively, the officer's salary at SCPD is more than a lieutenant's salary at Santa Clara County. The San Jose Police Department is advertising a \$10,000 lateral hiring incentive to prospective officers interested in joining their police department. **Other agencies in the surrounding area are offering hiring incentives between \$10,000 and \$75,000."**

### **CHILD IMPACT**

The recommended action will have no/neutral impact on children and youth.

### **SENIOR IMPACT**

The recommended action will have no/neutral impact on seniors.

### **SUSTAINABILITY IMPLICATIONS**

The recommended action will have no/neutral sustainability implications.

### **CONSEQUENCES OF NEGATIVE ACTION**

The Sheriff's Office would be unable to implement the Lateral Hire Bonus Program.

### **STEPS FOLLOWING APPROVAL**

The Clerk of the Board of Supervisors is requested to send notification of completed processing to Staci Bjerk, Jennifer Paredes-Fricano, and Zullay Rodriguez, Employee Services Agency, Human Resources Department.

### **ATTACHMENTS:**

- County-CPOA Side Letter re Lateral Hire Bonus Program and Referral Bonus
- County-DSA Side Letter re Lateral Hire Bonus Program and Referral Bonus
- County-SEIU Side Letter re Lateral Hire Referral Bonus
- County-CEMA Side Letter re Lateral Hire Referral Bonus